



SUMEDHAS
ACADEMY FOR HUMAN CONTEXT

GENDER AND IDENTITY LAB

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17 - 22 June, 2024

Fortune Park, JP Celestial, Bangalore
(Non-Residential)



THE BROCHURE

ABOUT THE LAB

The Gender & Identity Lab is a **five-and-a-half-day non-residential laboratory** offered by Sumedhas Academy for Human Context. This lab explores how gender is configured consciously and unconsciously in our psyche and what are its implications for who we believe we are, the nature of our relationship with self and significant others, and the way we take and adjust to role-taking in systems that we belong to.

WHY THE LAB?

We are living in a world today where the word "gender" and its associated universes generate debate, confusion and sometimes, earnest dialogue.

Living in a world where gender issues mostly revolve around violent crimes and misogyny, one tends to disengage with fundamental questions around what it means to be a man, a woman or a non-binary individual and the relationship patterns amongst them.

Similarly, this age forces us to engage with **gender diversity, gender equality and gender neutrality**, all at the same time. Little do we realize the complexity and breath of these universes, which often work at variance or even in opposition to each other.

Gender diversity and equality urge us to work with parity, mutuality and dialogue across the sexes, whereas gender neutrality tends to take the focus away from gender and towards being a "person"; perhaps to avoid the complexities of the gendered world.

This creates considerable confusion in our personal, work and social spaces about a very basic question:

What does being a "man" or a "woman" or a non-binary individual really mean to us and how does it impact our life's choices, role taking processes and action potential?

This question is potent as we usually hold gender stereotypes within, and yet function from a platform of gender neutrality, or function within a narrow margin of gender notions which makes inclusivity and diversity a liability rather than an imperative of our times.



WHO IS THIS LAB FOR?

Individuals: who wish to explore gender as an area for personal growth.

DEI Professionals and Leaders: who want to have a holistic perspective on gender and identity in systems and organisations through contextual explorations.

Trainers and OD Consultants: who wish to understand the role of gender and identity in role-taking, organisational culture, and leadership styles through personal exploration.

Therapists, Counsellors, Process Workers, and Coaches: who wish to learn through personal exploration of gender and explore what enables the self (and individuals) to heal, be resilient, and make new action choices.

WHY GENDER & IDENTITY?

We wish to focus on Gender and Identity because we believe that our idea of gender and our perception of who we are and what we believe in, influence and shape each other mutually. **Working only with the idea of gender** would not allow us to work with our historical understanding of the way our self-concept and world views have informed our behaviours, values and practices. Similarly, **working only with symbolic identities** may not give us a flavour of the gendered spaces we inhabit.

This lab believes that the meaning-making of experiences is derived from three significant sources:

- Our personal history, particularly with respect to our relationships in families, with peers, authorities, in romantic relationships as well as from inherited societal values and norms;
- Our socio-cultural symbols associated with masculinity, femininity and gender- fluidity, through direct experience and the world of myths, folktales, language, history, media, politics and literature;
- Bio-existential associations with our gender



We believe that femininity and masculinity are both fluid and abstract concepts, not the qualities, traits or energies of biological beings. Principles of femininity and masculinity and gender fluidity are configured in our psyche through various symbols and are thus, held uniquely for each individual. These symbols offer their share of myths, perceptions, dilemmas and confusions and shape our day-to-day role taking processes in our daily lives.

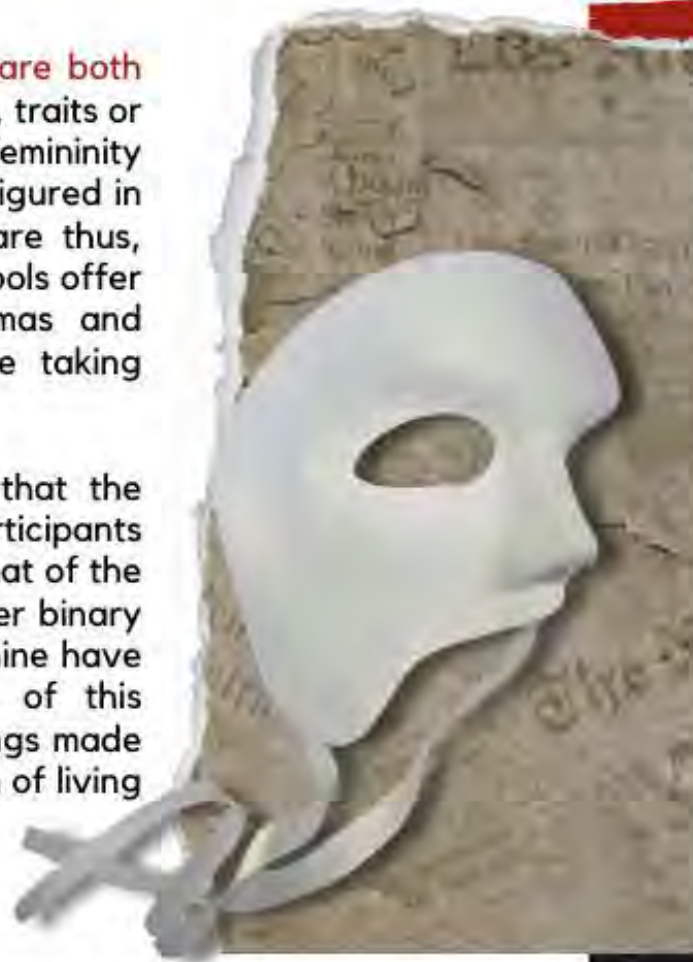
This is the backdrop of the explorations that the laboratory undertakes. Hence it invites participants to examine life's trajectory—their own and that of the fellow participants'—in which both the gender binary and non-binary, the masculine and the feminine have played out. Imprints, residues, memories of this interplay and how they have shaped meanings made and choices acted upon, leading to a pattern of living and relating, are all up for examination.

METHODOLOGY:

The methodology relies primarily on self-disclosure and reflection, exploration, experimentation. It is based on principles of process work practiced by Sumedhas. It uses the "here and now" reality to examine intra-personal and inter-personal dynamics among men, women and non-binary individuals.

The lab uses projective techniques, working with the unconscious through dreams, reveries and physical sensations, theatre and other forms of exploration of body and psyche.

While frames of analysis are drawn from an eclectic body of work on psychology, sociology and philosophy, the lab is not an academic or theoretical study on gender.



PROGRAM FACILITATION:

The Lab will be anchored by:

Sarbari Gomes Dasgupta: +91 98455 64848 | sarbari.gomes@gmail.com

She is a Fellow of Sumedhas Academy for Human Context and is a trained Group Process Facilitator. She has been anchoring this lab since 2009.

PROGRAM FEES:

INR 46,000 plus GST.

This is a non-residential lab.

[CLICK HERE TO REGISTER](#)



Completion of registration will initiate invoicing and payment process. Participation will be confirmed only after receipt of program participation fee in full.

No refund will be made for program participation fee if cancelled after the last date mentioned in this brochure.

DRESS CODE:

Informal and comfortable clothing to enable floor seating for long hours

PROGRAM INFORMATION:

Starts on: 17 June 2024 | Ends on: 22 June 2024

Last Date for Nominations and/or Cancellation: 11 June 2024

For payment related queries, please contact accounts@sumedhas.org

